



I. EQUAL EMPLOYMENT OPPORTUNITY (EEO)

A. Equal Employment Opportunity Policy Statement

The mission of the department is to provide safe, efficient, cost-effective and environmentally sensitive statewide transportation systems for the movement of people and goods. Employees play an essential role in meeting the department's mission. The department's public duties require integrity, competence and hard work of many employees with diverse skills and knowledge. The department cannot perform its mission well unless its employees perform their duties well.

The core qualities inherent in the department's philosophy are public accountability, open government, high ethical standards, and respect for persons doing business with the department and its employment practices. The Commissioners, executive administration, directors, managers, supervisors and employees all govern their conduct by these qualities in carrying out department business and in dealing with members of the public and each other.

The department stands as an equal employment opportunity employer and is committed to providing fair and equal treatment of all employees without regard to age, color, disability, national origin, race, religion or sex. Applicants for employment, vendors, contractors and their employees, customers and the general public also are recipients of this same commitment.

The department strives to ensure full compliance with all equal employment opportunity (EEO) requirements, laws and regulations. The department seeks to attract and hire qualified individuals who are part of the available workforce and who mirror the state's unique diversity.

Through its employment practices, the department fosters and promotes successive employee career growth in a workplace environment free of intimidation, discrimination and harassment.

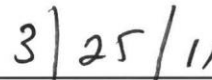
The department considers any employee degradation or abusive conduct towards individuals external to the organization a serious violation of its EEO policy. Corrective action will be taken, as appropriate, for each behavior or event occurrence.



The department communicates its EEO commitment to the public and employees by way of policy manuals, employee orientation and supplemental training, affirmative action statements on job applications, outreach efforts and recruitment literature, advertising and other media.



Amadeo Saenz, Jr., P.E.
Executive Director



Date